

भारत संचार निगम लिमिटेड
(भारत सरकार का उद्यम)
स्थापना-IV अनुभाग
पॉचवॉ तल, भारत संचार भवन,
जनपथ, नई दिल्ली-110001



Bharat Sanchar Nigam Limited
(A Govt. of India Enterprise)
Establishment-IV Section
5th Floor, Bharat Sanchar Bhawan,
Janpath, New Delhi-110001

No. BSNLCO-A/16(13)/1/2026-ESTAB

Dated 06.05.2026

To

All Heads of Telecom Circles/ Core Networks
& Other Administrative Units,
Bharat Sanchar Nigam Limited.

Subject: Revised Bond Agreement for Direct Recruited Junior Telecom Officer (JTO)/ Junior Accounts Officer (JAO) level executives in BSNL - reg.

Please refer to this office letter No. 5-6/2009-Pers. IV dated 30.11.2009 vide which Bond Agreement for JTOs recruited or appointed in Bharat Sanchar Nigam Limited (BSNL) was circulated to all Circle heads. In this regard, it is informed that the aforementioned agreement has been modified / revised as enclosed.

2. This revised Bond Agreement shall take effect from the date of issuance of this order and supersedes the office letter dated 30.11.2009.
3. This letter issues with the approval of the competent authority.

Encl: Bond agreement.


(Sanjeev Kumar)

Asstt. General Manager (Estt.-I)
Tel: 23310226

- Copy to: 1. CGM (Electrical/ Civil/ Telecom Factory), BSNL Corporate Office, New Delhi.
2. PGM (EF), BSNL Corporate Office, New Delhi.
3. PGM (Pers), BSNL Corporate Office, New Delhi.

BOND AGREEMENT

[For JTO in all streams and JAO cadre in BSNL]

This agreement is made at _____ this _____ day of _____
20 ____ between Shri/Smt/ Ms _____ son/daughter/ wife
of Shri _____ resident of _____
_____ (herein after called the Trainee which expression shall
unless excluded or repugnant to this context be deemed to include its successors/ assignees,
executors, legal heirs, administrators) of the FIRST PART and Shri/Smt/Ms
_____ son/daughter/wife of Shri
_____ resident of _____

_____ (herein after called the surety which expression shall
unless excluded or repugnant to this context be deemed to include its successors/assignees,
executors, legal heirs, administrators) of the SECOND PART and BHARAT SANCHAR NIGAM
LIMITED, a Company incorporated under the Companies Act, 1956 having its Registered Office
at Bharat Sanchar Bhavan, Harish Chandra Mathur Lane, Janpath, New Delhi-110001
(hereinafter called BSNL which expression shall unless excluded or repugnant to this context
be deemed to include its successors/assignees, executors, legal heirs, administrators) of the
THIRD PART acting through Chief General Manager, Telecommunications,
_____ its authorized official.

WHEREAS the trainee has been selected by the BSNL for training in the cadre of Junior
Telecom Officer/ Junior Account Officer at _____ for a
period of _____ weeks/years and the trainee has agreed to undergo the same on the
terms and conditions contained hereinafter.

AND WHEREAS the BSNL shall spend a substantial amount for the training of the trainee and
shall pay a monthly stipend at the rate applicable from time to time during the pre-
appointment training period at specified location(s) as may be decided by the CGMT.

AND WHEREAS the sum of ₹ 5,000/- (Rupees five thousand only) has been deposited by the
trainee Shri/Smt./Ms _____ in favour of Accounts Officer (Cash)
BSNL O/o CGMT of the respective circle _____ vide
demand draft No. _____ Dated _____ as interest free security for
due fulfillment of conditions of this agreement.

BSNL will not refund the security deposit to direct recruits who decline their appointment after
pre-recruitment formalities but before the start of induction training

**Now these presents witness and it is hereby mutually agreed and declared by and
between parties hereto as follows:**

1. BSNL shall provide training, the nature and duration of which shall be determined by
the Chief General Manager Telecom (herein- after referred to as the CGMT) whose decision
in this behalf shall be final and binding.



Provided that the CGMT may at any stage without assigning any reason discontinue his /her training, if in his opinion (which shall be final and binding), the trainee appears to be unlikely to be an efficient Junior Telecom Officer/ Junior Account Officer.

2. The said trainee shall:

(A) Undergo the course of training at any BSNL Training Centre, selected from time to time by the CGMT.

(B) Undergo such training at the said places with due diligence and comply with the instructions of all authorized officers in regard to training and discipline at the said places.

3. THAT the trainee has agreed with the company that after completion of the training, he/she shall serve BSNL in such department or departments at such place or places in India in such capacity in connection with BSNL's business as BSNL may require from time to time, for at least five years after completion of aforesaid training, on terms and conditions contained herein after and in accordance with the Rules and Regulations of BSNL as applicable from time to time to such trainees.

4. THAT the BSNL has called upon the trainee to furnish a Bond to the extent of ₹ 600,000 /- (Rupees Six Lakh only) for indemnifying the Company against all losses or damages which the BSNL may suffer by reason of the breach of the terms of this agreement by the trainee.

5. THAT the Surety, at the request of the trainee, has agreed to give a Bond for the said sum of ₹ 600,000 /- (Rupees Six Lakh only) in the manner hereinafter appearing.

6. THAT the trainee and Surety have agreed that in the circumstances if the trainee commits breach of any conditions of this Agreement or, in case the training of the said trainee is discontinued under the provisions to clause (1) above and the CGMT is satisfied that the failure of the trainee to reach the necessary standard is due to his/her work (the decision of the CGMT in this behalf being final), or in case of continued adverse reports regarding his/her conduct or his/her political activities directed against the Government of his/her Country/BSNL, or if the trainee voluntarily quits for reasons not beyond his/her control any time during the course of training, or on completion thereof does not serve the BSNL for a period up to 5 years or during such period of service does not carry out his/her duties with diligence. BSNL shall have full powers to forfeit the amount of security deposit without any notice to the trainee and surety. Trainee and surety have further agreed that they jointly or severally shall pay forthwith to the BSNL on demand an amount of ₹ 600,000/- (Rupees Six Lakh only) as bond amount along with the interest @ 18% p.a. which BSNL may suffer by reason of the Breach of the conditions of the Agreement and upon the trainee and /or the surety making such payment, the above written bond shall be void and of no effect, otherwise it will remain in full force and virtue. The interest payment shall take effect from the date of joining training until the date of relieving or realization of bond money whichever is later.

7. THAT liability of the surety hereunder shall not in any manner be affected by any time granted to the trainee or any other indulgence which may be shown to him/her in respect of the recovery of the said money (s) by BSNL or shall it be necessary for the BSNL to sue the trainee before suing the surety for the amount due hereunder.



8. THAT during the continuance of this agreement the trainee shall not, without the previous consent of BSNL enter the services of, nor be employed in any capacity, whether advisory, executive or otherwise or for any part of his time by any person, company undertaking or concern other than BSNL. Similarly, the trainee shall also not undertake/commence any business or trade etc., of any kind without prior permission of the BSNL.

9. THAT during the period of this Agreement, the trainee shall conform strictly to all rules, regulations, instructions, bye-laws, etc., of BSNL and work diligently and faithfully and obey all lawful commands of his seniors.

10. The trainee shall devote his whole time and attention to the business of BSNL as above mentioned and shall not participate, be engaged or be interested or concerned, directly or indirectly, in any other business or occupation of any kind or nature whatsoever.

11. The trainee shall at all times conduct himself/herself in a manner befitting his/her position and the prestige of BSNL and show civility to and strictly obey and carry out all lawful orders and instructions of all persons placed by BSNL in authority over him and shall in all things use his best endeavor to promote the interest of BSNL in its business and will not utilize or divulge to any person, any of BSNL's or his/her connections, trade, secrets or affairs. He/She shall also observe and conform to all the rules and regulations and arrangements of BSNL for time being in force and amended from time to time for the control of BSNL staff.

12. In witness whereof, the trainee and the surety have here unto set their respective hands and BSNL has hereunto caused _____ on his/her behalf to set his/her hand this the _____ day of _____.

Witnesses:

1.

Trainee

2.

.....
Surety

3.

.....
Surety

**For Bharat Sanchar Nigam Limited
Authorized signatory**

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Note:

1. The sureties should be permanent Central/State Government/BSNL Employee and a certificate to this effect issued by the employer of the sureties should also be attached.
2. This bond agreement shall come in to effect from the date of joining for pre-appointment training in BSNL.

A handwritten signature in blue ink, appearing to read 'Anur', with a long horizontal line extending to the right.

BOND AGREEMENT

[For JTO in all streams and JAO cadre in BSNL]

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_____ son/daughter/wife of Shri
_____ resident of _____
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AND WHEREAS the BSNL shall spend a substantial amount for the training of the trainee and
shall pay a monthly stipend at the rate applicable from time to time during the pre-
appointment training period at specified location(s) as may be decided by the CGMT.

AND WHEREAS the sum of ₹ 5,000/- (Rupees five thousand only) has been deposited by the
trainee Shri/Smt./Ms _____ in favour of Accounts Officer (Cash)
BSNL O/o CGMT of the respective circle _____ vide
demand draft No. _____ Dated _____ as interest free security for
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4. THAT the BSNL has called upon the trainee to furnish a Bond to the extent of ₹ 600,000 /- (Rupees Six Lakh only) for indemnifying the Company against all losses or damages which the BSNL may suffer by reason of the breach of the terms of this agreement by the trainee.

5. THAT the Surety, at the request of the trainee, has agreed to give a Bond for the said sum of ₹ 600,000 /- (Rupees Six Lakh only) in the manner hereinafter appearing.

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